



**Chief's Update**  
**December 12, 2014**  
**"Our Time to Shine – by Commander Kim Hale"**

Greetings,

For my Chief's Update, I have decided to share with all of you an email that Commander Kim Hale sent to our employees within the Criminal Investigations Bureau and the Special Investigations Bureau. Commander Hale's email is an excellent reminder of the great work that our employees do every day and the great support that we have from our Mayor, Council, City Manager and our community. It is also a great reminder to stay focused on our core mission of fighting crime and serving our community. Great job Kim!

Thank you and please be safe!

Happy Holidays!  
Angel

**From:** Hale, Kim  
**Sent:** Wednesday, December 10, 2014 1:10 PM  
**To:** PD - Criminal Investigations; PD - Special Investigations  
**Subject:** Our Time to Shine

In the last few days and weeks we have watched protests around the Nation taking place regarding grand jury decisions involving actions taken place by fellow law enforcement officers in Missouri, New York, and now Phoenix. Their actions have been hotly debated in the streets, in the media, amongst politicians and activists. As we watch the news reports of large protests, buildings being set fire in Ferguson; the streets blocked in New York; and the Phoenix Police Headquarters protested and Light Rail trains blocked; it is tempting to relax and believe that, although we occasionally have a handful of protesters marching in our Downtown, we are not truly being affected by these events. I think all of us know by now the events are and will be affecting us and all of law enforcement across the Nation.

In fact, stemming from these latest events the "Task Force on 21st Century Policing" is being created by President Obama. This task force is being headed by Philadelphia Police Commissioner Charles Ramsey. This task force is to develop best practices for law enforcement to help answer the questions of how to build public trust and how to effectively promote crime reduction. In addition, the President and the Attorney General, Eric Holder, have been giving numerous speeches around the nation regarding:

- The need for law enforcement to build public trust within the community
- The concern regarding the militarization of police forces
- Assurances on swift and comprehensive civil rights investigations into the actions taken by the law enforcement officers
- The need for civil rights training and policies for law enforcement.

These speeches and themes have been carried by 24 hour news cycles across the nation for days on end. We, the law enforcement community, are in the Nation's spot light. That being said, we have no need to feel uncomfortable under this bright light. In fact, this is our time to shine. We have laid a firm foundation by doing excellent work with our community and fighting crime; we receive quality training; our facilities and equipment are great; our council and community support are strong. Although we have an excellent relationship with our community and, I believe, set a high standard for policing in the Nation, all of our actions and inactions are now being viewed and reviewed with a little different filter by our community and by the media. The trust and relationship with our community has not been shaken but we can never take it for granted.

So where do we go from here?

The relationship with our community is too vital to allow the inadequacies and deficiencies that exist in other communities to creep in and tarnish our relationship and professional reputation we have worked so hard over many years to create. Here are just a few things we can do proactively to shape the discussion, continue to build trust in the our community, and give our community continued assurances that we are the public servants they have grown to expect and appreciate:

- Let's keep our focus on fighting crime. It is hard to argue and throw rocks at good results.
- Remind ourselves every day we are public servants and demonstrate our service to the community when opportunity presents itself.
  - Be empathetic to our victims
  - Perform thorough investigations
  - Speak to those we contact with respectful tones and language
  - Be helpful in answering questions and concerns
  - Provide victims with timely and meaningful updates.
- Let's be prepared – We cannot afford to let our citizens down should our service be needed. Currently there is a climate for protest. Outside agitators and opportunists are waiting for that chance moment to catch us unaware and off our game. Understanding that protests and problems can be one Twitter post or Light Rail ride away an operations plan is being created to help quickly organize a meaningful response. For Investigation:
  - We need to have our uniforms at the station
  - Mentally be prepared to change out and take a post or respond to assist another neighboring agency.
  - Understand that peaceful protesting is a 1<sup>st</sup> amendment right
    - Be respectful in our interactions and give folks the ability to protest
    - Be tolerant and know some will yell and may even take to the streets for a short time
    - Be prepared to take immediate action against those that try to damage property, steal property, or hurt others.
- Never forget we are family and our communication and service to each other should reflect our desire for each us to succeed in our assignments and return with honor to our friends and families each day/night.
  - Let's remember to have some fun while we serve
  - Remember to practice procedural justice and legitimacy with each other as well as the community
  - Let's practice honesty and authenticity in our communication
    - communicate – communicate - communicate

Thank you all for all the great work and your continued professionalism,

Kim Hale  
Commander – Tempe Police Department  
Investigations Bureau